

November 3, 2022
Comp Corner
Edition #8

Welcome Back

Hello and welcome back to another edition of the Comp Corner! This week, we're making dollars and "sense" of the policy review process and reviewing comp-related resources available to you.

Comment Period Closed

The comment period regarding proposed changes to UAP 3500 closed on October 23. Many thanks to everyone that took the time to read and review the proposed changes and who shared feedback.

Now that the comment period has closed, the proposed UAP 3500 policy revisions, feedback, and responses have been compiled and posted as a PDF on the [Staff Pay Practices webpage](#) (under the 'Resources' section).

Now What?

Currently, all comments and feedback are under review, and any recommended changes will be proposed to leadership for consideration. Additionally, union discussions regarding the proposed changes to UAP 3500 will soon be underway.

The [webpage](#), along with this bulletin, will be used to communicate changes as they occur and to keep you informed of our training plans and materials as they are developed.

Training

Once UAP 3500 is finalized and approved, the HR Comp team will create training, establish a training schedule, job aides, and update the staff Compensation Guidelines to support the changes. As mentioned in the October 21 Comp Corner, there will be three themes to the training materials (changes to UAP 3500, Education/Experience Calculator, and the SPET) which will be provided in synchronous and asynchronous formats.

The trainings will be delivered through various avenues and geared towards individuals working as HR Agents, HR Agent backups, and HR Liaisons, regardless of their title, as these positions will be working firsthand with UAP 3500 and the staff compensation tools. If you're not in an HR Agent or HR Liaison role but are curious, check out the [Education/Experience Calculator](#) and the [SPET demo video](#). In addition, hiring managers will also be provided with training resources.

Remaining Focused on the Goals

At the end of the day, our goals are to enhance flexibility in determining staff pay, acknowledge the value of education and job-related experience, establish greater consistency when administering pay, and expand opportunities for pay adjustments. The Education/Experience Calculator and the SPET are tools designed to help HR Agents, HR Liaisons, and hiring managers to ensure staff compensation is consistent with these goals.

We're Here to Help

We will keep you updated regarding the status of the policy changes and look forward to working closely with you on the implementation of any pay practice revisions. Remember, the

HR Comp team is here to answer questions, provide support and guidance, and ensure that we get through these changes together. We'll see you in a couple of weeks!

Questions? Comments? Ideas for topics? Contact the Comp department at Comp@unm.edu or 505-277-0610.